

**PAY DIFFERENTIAL 271  
TRANSPORTATION ENGINEERING TECHNICIAN  
DIFFERENTIAL – UNIT 11**

Effective: 07/01/02

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Transportation Engineering Technician	3175	R11	Department of Transportation

RATE	EARNINGS ID
1(a) and 1(b) \$424 per pay period	8TAB
1(c) \$636 per pay period	8TC
2 \$241 per pay period	8TD

CRITERIA	
1(a)	Transportation Engineering Technicians having 60 months of Transportation Engineering Technician tenure and are at the top step of the Transportation Engineering Technician, Range C, level shall receive a monthly salary differential of \$424.
1(b)	Transportation Engineering Technicians having completed 15 semester or equivalent college units, as approved by the Department of Transportation (Caltrans), that exceed the two years of education of a curriculum beyond the 12 <sup>th</sup> grade required to meet the Transportation Engineering Technician Minimum Qualifications and who have 12 months' tenure at the Transportation Engineering Technician, Range C, level, shall receive a monthly salary differential of \$424. The 15 additional semester or equivalent units must be in a science, mathematics, or engineering curriculum of one of the college degrees referenced in the side letter agreement. College courses taken at a community college must be transferable to either a California State University or a University of California institution and fulfill course requirements for one of their degree programs also referenced in the side letter agreement.
1(c)	Transportation Engineering Technicians who hold a four-year college degree in a Caltrans approved field of study per the side letter agreement and have 12 months' tenure at the Transportation Engineering Technician, Range C, level, shall receive a monthly salary differential of \$636.
2	Transportation Engineering Technicians assigned to Caltrans construction assignment will receive a \$241 per month salary differential provided (a) they have served for 24 consecutive months in a construction field assignment after having reached the top step of Transportation Engineering Technician, Range C, and have completed the Construction Academy boot camp per the side letter agreement; and (b) they have completed any required classes, or they have obtained any required certifications in Caltrans' prescribed test methods necessary to perform their job duties.
Transportation Engineering Technicians assigned to a Caltrans construction assignment prior to the date this side letter agreement is signed who have not completed the Construction Academy boot camp, but otherwise meet this differential's eligibility criteria shall receive the differential. They will be scheduled to participate in the boot camp as soon as possible.	

**CRITERIA - Continued**

Counting base pay and differentials 1(a), 1(b), 1(c), and 2, no Transportation Engineering Technician may earn more than the top step of the salary of the Transportation Engineer (Civil), Range C. The Department of Transportation will calculate the amounts of the differentials and automatically limit amounts paid pursuant to this section.

Regarding differentials 1(a), 1(b), and 1(c), employees may receive only one of these three differentials at any time. These differentials are "permanent" in that they shall apply to qualifying Transportation Engineering Technician employees unless these differentials are removed by adverse action or unless each of the differentials are replaced with one of the other differentials because the employees have attained the higher education criteria.

Differential 2 is independent from differentials 1(a), 1(b), and 1(c). It is "permanent" so long as the qualifying Transportation Engineering Technician, Range C, remains assigned in a qualifying Caltrans construction assignment, unless the differential is removed by adverse action. Payment of differential 2 ceases when the employee leaves the Caltrans construction assignment.

A Transportation Engineering Technician, Range C, who previously received differential 2 and lost it due to leaving the qualifying Caltrans construction assignment, will have the differential restored upon returning to a Caltrans construction assignment, provided that the employee satisfies this differential's qualifications. Such employee returning to a Caltrans construction assignment will not, therefore, have to satisfy the 24-month continuous tenure requirement of differential 2 again.

Qualifying Transportation Engineering Technicians may receive both differentials 1(a, b, or c) and Criteria 2 simultaneously, subject to the limitations in the side letter agreement.

These differentials will be paid to qualifying employees retroactively to the pay period when they meet the qualifications. No differential will be granted prior to the July 2002 pay period.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes